

13. A Study on the Innovative Evaluation System for Vocational Training

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1. Outline

This study aimed to analyze the practice and performance of vocational training evaluation system and maximize the outcome of vocational training project. For this, we first identified the present situation and problem of vocational training institutes and program evaluation, involving the related legislations, policy and system. Second, we reviewed the literature of evaluation theory and constructed meta-evaluation framework, which involved two survey tools for meta-evaluation, and collected evaluation specialists' opinions. We then analyzed the validity and suitability of the evaluation criteria used in the year 2005 vocational training evaluation through interpretation of raw evaluation scores of training providers.

The results show that the current vocational training evaluation system was committed to some training programs, responsible for the accountability of, and decision-making concerning vocational training. It means that vocational training evaluation assures the quality of vocational training institutes, enhances trainees' right to choice through provision of various information, strengthens the competitiveness of training providers, and helps to build a healthy training market, as well as performance-centered service system and policies.

2. Innovative Strategies for Training Evaluation

A. Innovation of evaluation framework and tools

First, evaluation teams should be formed with consideration to the attributes of training providers by location and type of training. Training providers should be grouped accordingly and the same evaluation team should be responsible for those in the same grouping. Also, evaluation manuals should be easy to understand, providing sufficient information regarding evaluation process and detailed explanation about completing evaluation items and the key issues, thereby ensuring the consistency and accuracy of evaluation.

Second, site evaluation should be confined to special cases and the major evaluation tool should involve face-to-face interview between evaluators and training providers.

Third, the screening and selecting of evaluation specialists should be executed in such a way to ensure that complaints about evaluators are minimized.

B. Reform the evaluation infrastructure

First, the leading evaluation institute needs to be coordinated in order to ensure consistency, increase the synergy effect between training providers, and improve the efficiency of physical and human resources.

Second, the main role of evaluation institute should focus on the evaluation of vocational training institutes and programs in the short run, and on overseeing the evaluation projects by the Ministry of Labor in the longer run.

C. Performance-based evaluation model and sharing the information

First, we need to construct an evaluation system based on performance. This will require the scoring portion of performance in evaluation items to be higher than before.

Second, we need to compose consulting team with evaluators, and monitor evaluation outcome for consultation.

Third, we need to analyse the performance by location and type of training.

Fourth, as the trainee's satisfaction is most important factor in assessing training quality, more weight should be given to user evaluation in the overall evaluation of training providers.

Fifth, the results of evaluation by the local offices of the Ministry of Labor should be used to help determine the evaluation grade but not the overall evaluation score.

Sixth, the annual evaluation cycle should be coordinated and different evaluation systems should be employed to account for the differences between training providers.

Seventh, a database system should be built based on evaluation outcomes so that evaluation outcomes are managed systematically, and are generated, analyzed and used effectively.

To sum up, it is important to design and follow an evaluation system that is reasonable and realistic.